

**THE ODISHA STATE POLICE HOUSING & WELFARE CORPORATION LTD.,  
BHUBANESWAR-22.**

Letter No. 4463...../OPHWC

Dt. 09/04/2013.

**OFFICE ORDER**

**THE TEXT OF THE AMENDED RULE 9 (C) OF THE BYE-LAWS  
(ANNEXURE-II) OF THE ODISHA STATE POLICE HOUSING & WELFARE  
CORPORATION LIMITED IS AS FOLLOWS:**

**9 (C) PUNISHMENT.**

- (i) The appointing authority is competent to dismiss/remove/discharge/reduce in rank and compulsorily retire any subordinate employee of the corporation other than those on deputation to this corporation.
- (ii) A temporary sub-ordinate or sub-ordinate officer who has not been declared permanent or who has served the Corporation for less than 3 years can be discharged by the appointing authority without showing any reason.
- (iii) The following punishments can be awarded by the competent officers explained below.
  - (a) Dismissal, removal
  - (b) Censure in the service book.
  - (c) Warning in the service book.
  - (d) Forfeiture of increment with or without cumulative effect.
  - (e) Reduction in rank.
  - (f) Monetary penalty.
  - (g) Recovery for loss, dues, damage caused to the Government properties.
  - (h) Compulsory retirement.

**(D)** A regular enquiry with reasonable opportunities within the meaning of the principles of natural justice shall be afforded while penalties specified at (a), (d), (e) and (h) of Rule 9(C)(iii) are imposed on the delinquent by the Chairman-cum-Managing Director, being the appointing authority. All other penalties as at (b), (c), (f) and (g) of Rule 9(C)(iii) are imposable by the CMD or Managing Director of the Corporation or by any other authority as may be specified in writing by the CMD in that behalf.

**(E) APPEALS.**

- (i) Chairman of the Corporation will be the appellate authority with regard to the punishment imposed by the Managing Director or any other authority specified under Rule 9(D).

Any Corporation employees aggrieved with the finding(s) of the appellate authority i.e. Chairman of the Corporation, may prefer a mercy petition to the Board of Directors against the appellate order.

(ii) When the Chairman-cum-Managing Director is a single entity, being the appointing and disciplinary authority, the appeal will lie to the Board of Directors of the Corporation comprising of only three Directors, other than the Chairman-cum-Managing Director, against the punishment/penalty awarded by the Chairman-cum-Managing Director.

Any Corporation employee aggrieved with the finding(s) of the said appellate committee of three Directors may prefer a mercy petition to the Board of Directors against the appellate order.

(F) (i) When the post of Chairman of the Corporation remains vacant for any reason whatsoever, all the powers vested and exercisable by him under this BYE-LAWS shall be deemed to have been vested upon the Managing Director or any other person as may be decided by the Board and shall accordingly be exercisable by him.

(ii) In such an event the appeal will lie to the Board of Directors of the Corporation comprising of only three Directors thereof other than the Managing Director, against the punishment/penalty awarded by the Managing Director.

Any Corporation employee aggrieved with the finding(s) of the said appellate committee of three Directors may prefer a mercy petition to the Board of Directors against the appellate order.

(iii) All appeals/mercy petitions filed by the affected employee shall be preferred positively within 30 days from the date of communication of the order intended to be impugned in appeal or under mercy petitions, as the case may be.

The above amendment shall come into force with immediate effect.

Memo No...../OPHWC

*sdlr*  
Chairman-cum-Managing Director  
Dt...../...../2013.

Copy to the Chief Engineer (Civil), OPHWC, Bhubaneswar for information.

Memo No...4465.../OPHWC

*sdlr*  
Chairman-cum-Managing Director  
Dt...9.../...4.../2013.

Copy to Financial Advisor/C.S.&Jt.General Manager (Finance)/Chartered Accountant/Jt. Manager (D&D)/Jt. Manager (Mon.)/Jt. Manager (Elect.)/All Divisional Joint Managers for information.

*A. K. ...*  
Chairman-cum-Managing Director